

SACRAMENTO COUNTY OFFICE OF EDUCATION

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District:	Elk Grove Unified School District
Name of Bargaining Unit:	Psychologists' and Social Workers' Association (PSWA)
Certificated, Classified, Other:	Certificated - non-management

The proposed agreement covers the period beginning: July 1, 2017 and ending: June 30, 2019
(date) (date)

The Governing Board will act upon the agreement on: June 26, 2018
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Compensation		Annual	Fiscal Impact of Proposed Agreement		
		Cost Prior to	Year 1	Year 2	Year 3
		Proposed Agreement	Increase (Decrease)	Increase (Decrease)	Increase (Decrease)
		FY 2017/18	FY 2017/18	FY 2018/19	FY 2019/20
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$5,969,054	\$223,841	\$223,841	\$223,841
			0.03750026	0.0361	0.0349
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$0	\$0	\$81,746	\$0
				0.0132	
	Description of other compensation: salary credit hours change from 120 to 90, 4th training class change, increase of 0.7115% to step 7, change various classification to new range within salary schedule.		\$0	\$0	\$0
3	Statutory Benefits - STRS, PERS, FICA, WE, UI, Medicare, etc.	\$1,174,710	\$44,052	\$65,793	\$48,193
			0.037500319	0.053983468	0.037517273
4	Health/Welfare Plans	\$787,597	\$0		\$0
5	Total Compensation - Add Items 1 through 4 to equal 5	\$7,931,361	\$267,893	\$371,380	\$272,034
			0.033776432	0.045294413	0.03174025
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$11,914			
7	Total Number of Represented Employees (Use FTEs if appropriate)	59.5438	59.5438	59.5438	59.5438
8	Total Compensation <u>Average</u> Cost per FTE	\$133,202	\$4,499	\$6,237	\$4,569

- 9 . **What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?**

The negotiated ongoing salary schedule percentage increase is 3.75% to the 2017-18 salary schedule effective 7/1/17. The percentage was applied to the entire schedule in varying percentages to individual steps (see attached salary schedule). One-time compensation shall be paid in fiscal year 2018-19 equivalent to 1.32% of each employees 2018-19 base pay.

- 10 . **Were any additional steps, columns, or range added to the schedule? (If yes, please explain.)**

N/A

- 11 . **Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)**

N/A

- 12 . **Does this bargaining unit have a negotiated cap for Health & Welfare** Yes ☒ No ☐

If yes, please describe the cap amount.

The District's maximum contribution toward medical benefit premium costs shall be 80% of the premium cost for the low cost medical plan offered by the District. Each Bargaining Unit member's contribution toward medical benefit premium costs shall be at 20% of the premium cost from the low cost plan medical plan offered by the district. Unit members shall be responsible for the buy up costs related to selecting a medical plan other than the low cost plan.

- B. **Proposed Negotiated Changes in Non-compensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)**

N/A

- C. **What are the specific impacts (positive or negative) on instructional and support programs accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)**

With the changes salary increses for selected steps we expect the retention and recruitment of staff to improve.

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

If the District receives ongoing new LCFF revenue for the 2018-2019 school year that exceeds \$28,200,969 up to an additional \$4,691,407 million dollars, then the value that exceeds \$28,200,969 up to \$4,691,407 million dollars shall be allocated by the Board consistent with its interests related to Level 1 Board priorities. If the ongoing new LCFF revenue for the 2018-2019 school year exceeds \$32,892,376, then the value of the ongoing new LCFF revenue for the 2018-2019 school year that exceeds the \$32,892,376 shall be converted into a percentage based upon PSWA's fair share. The PSWA fair share value of the amount over \$32,892,376 shall be added to the PSWA salary schedule as an ongoing percentage increase. This fair share value shall be prorated if the amount equals less than one percent, based upon the bargaining unit's fair share calculation for a less than one percent increase. This fair share value shall not exceed one percent added to PSWA salary schedule #12 and #13. If through 2018-2019 State legislation, the target amounts change for supplemental and concentration requiring the district to increase its allocation for supplemental and concentration programs, then the parties agree to meet and negotiate adjustments if needed.

One time Contingency Compensation for 2018-2019:

If the District receives one time, unrestricted, discretionary funding, included in the final State approved budget, for the 2018-2019 school year that exceeds \$17,685,103, then the dollar value that exceeds \$17,685,103 shall be converted into a percentage based upon PSWA's fair share. The dollar value that exceeds \$17,685,103 shall be paid on a one time, off of the schedule basis to unit members based upon PSWA's fair share value for all bargaining units not to exceed one percent. This contingent one-time, off schedule compensation allocation will be prorated for part-time, part-year status bargaining unit members. To be eligible for this contingent one-time, off schedule salary compensation allocation, a unit member must be in paid status between August 1, 2018 and September 30, 2018.

E. Will this agreement create, or decrease deficit financing in the current or subsequent year(s)?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

This agreement creates deficit financing in fiscal year 2017-2018, however based on current state projected revenue there is sufficient ongoing state funding.

F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

G. Source of Funding for Proposed Agreement

1. Current Year

Ongoing additional state revenue and existing reserves.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will all the district to afford this contract)?

N/A

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

District is projecting ongoing state LCFF funding to fund the multiyear agreement along with existing reserves to fund those items bargained as one-time.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Unrestricted General Fund PSWA		
	Column 1 Latest Board - Approved Budget Before Settlement (As of 3/20/18)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$531,746,619			\$531,746,619
Remaining Revenues (8100-8799)	\$23,776,565			\$23,776,565
TOTAL REVENUES	\$555,523,184	\$0	\$0	\$555,523,184
EXPENDITURES				
Certificated Salaries (1000-1999)	\$251,008,229	\$46,768	\$3,950,189	\$255,005,186
Classified Salaries (2000-2999)	\$53,907,902	\$0	\$2,196,111	\$56,104,013
Employee Benefits (3000-3999)	\$117,070,316	\$9,204	\$1,409,432	\$118,488,952
Books and Supplies (4000-4999)	\$29,004,992			\$29,004,992
Services, Other Operating Expenses (5000-5999)	\$24,834,066			\$24,834,066
Capital Outlay (6000-6999)	\$1,152,396			\$1,152,396
Other Outgo (7100-7299) (7400-7499)	\$1,419,215			\$1,419,215
Direct Support/Indirect Cost (7300-7399)	-\$9,616,202			-\$9,616,202
Other Adjustments				\$0
TOTAL EXPENDITURES	\$468,780,914	\$55,972	\$7,555,732	\$476,392,618
OPERATING SURPLUS (DEFICIT)	\$86,742,270	-\$55,972	-\$7,555,732	\$79,130,566
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$794,086			-\$794,086
CONTRIBUTIONS (8980-8999)	-\$88,686,364	-\$211,921	-\$596,500	-\$89,494,785
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$2,738,180	-\$267,893	-\$8,152,232	-\$11,158,305
BEGINNING BALANCE	\$93,058,019			\$93,058,019
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$90,319,839	-\$267,893	-\$8,152,232	\$81,899,714
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$713,174			\$713,174
Reserved for Economic Uncertainties (9789)	\$14,000,000	\$0	\$100,000	\$14,100,000
Designated Amounts (9780)	\$75,606,665	-\$267,893	-\$8,252,232	\$67,086,540
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Restricted General Fund PSWA		
	Column 1 Latest Board - Approved Budget Before Settlement (As of 3/20/18)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0			\$0
Remaining Revenues (8100-8799)	\$132,325,794			\$132,325,794
TOTAL REVENUES	\$132,325,794	\$0	\$0	\$132,325,794
EXPENDITURES				
Certificated Salaries (1000-1999)	\$60,427,290	\$177,073	\$655,636	\$61,259,999
Classified Salaries (2000-2999)	\$33,032,298			\$33,032,298
Employee Benefits (3000-3999)	\$58,404,466	\$34,848	\$135,586	\$58,574,900
Books and Supplies (4000-4999)	\$23,309,456	\$0	-\$194,722	\$23,114,734
Services, Other Operating Expenses (5000-5999)	\$29,745,475			\$29,745,475
Capital Outlay (6000-6999)	\$7,633,109			\$7,633,109
Other Outgo (7100-7299) (7400-7499)	\$2,590,104			\$2,590,104
Direct Support/Indirect Cost (7300-7399)	\$7,788,737			\$7,788,737
Other Adjustments				\$0
TOTAL EXPENDITURES	\$222,930,935	\$211,921	\$596,500	\$223,739,356
OPERATING SURPLUS (DEFICIT)	-\$90,605,141	-\$211,921	-\$596,500	-\$91,413,562
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0			\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0			\$0
CONTRIBUTIONS (8980-8999)	\$88,686,364	\$211,921	\$596,500	\$89,494,785
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$1,918,777	\$0	\$0	-\$1,918,777
BEGINNING BALANCE	\$20,781,029			\$20,781,029
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$18,862,252	\$0	\$0	\$18,862,252
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$18,862,252	\$0		\$18,862,252
Reserved for Economic Uncertainties (9789)				\$0
Designated Amounts (9780)				\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Combined General Fund PSWA		
	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 3/20/18)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$531,746,619	\$0	\$0	\$531,746,619
Remaining Revenues (8100-8799)	\$156,102,359	\$0	\$0	\$156,102,359
TOTAL REVENUES	\$687,848,978	\$0	\$0	\$687,848,978
EXPENDITURES				
Certificated Salaries (1000-1999)	\$311,435,519	\$223,841	\$4,605,825	\$316,265,185
Classified Salaries (2000-2999)	\$86,940,200	\$0	\$2,196,111	\$89,136,311
Employee Benefits (3000-3999)	\$175,474,782	\$44,052	\$1,545,018	\$177,063,852
Books and Supplies (4000-4999)	\$52,314,448	\$0	-\$194,722	\$52,119,726
Services, Other Operating Expenses (5000-5999)	\$54,579,541	\$0	\$0	\$54,579,541
Capital Outlay (6000-6999)	\$8,785,505	\$0	\$0	\$8,785,505
Other Outgo (7100-7299) (7400-7499)	\$4,009,319	\$0	\$0	\$4,009,319
Direct Support/Indirect Cost (7300-7399)	-\$1,827,465	\$0	\$0	-\$1,827,465
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$691,711,849	\$267,893	\$8,152,232	\$700,131,974
OPERATING SURPLUS (DEFICIT)	-\$3,862,871	-\$267,893	-\$8,152,232	-\$12,282,996
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$794,086	\$0	\$0	-\$794,086
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$4,656,957	-\$267,893	-\$8,152,232	-\$13,077,082
BEGINNING BALANCE	\$113,839,048			\$113,839,048
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$109,182,091	-\$267,893	-\$8,152,232	\$100,761,966
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$19,575,426	\$0	\$0	\$19,575,426
Reserved for Economic Uncertainties (9789)	\$14,000,000	\$0	\$100,000	\$14,100,000
Designated Amounts (9780)	\$75,606,665	-\$267,893	-\$8,252,232	\$67,086,540
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0	\$0

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Enter Bargaining Unit:		Combined General Fund PSWA		
	2017-18	2018-19	2019-20	
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement	
REVENUES				
Revenue Limit Sources (8010-8099)	\$531,746,619	\$559,944,506	\$574,907,407	
Remaining Revenues (8100-8799)	\$156,102,359	\$164,722,108	\$147,632,725	
TOTAL REVENUES	\$687,848,978	\$724,666,614	\$722,540,132	
EXPENDITURES				
Certificated Salaries (1000-1999)	\$316,265,185	\$318,743,422	\$323,771,317	
Classified Salaries (2000-2999)	\$89,136,311	\$88,773,966	\$89,430,591	
Employee Benefits (3000-3999)	\$177,063,852	\$188,678,126	\$199,878,506	
Books and Supplies (4000-4999)	\$52,119,726	\$39,772,479	\$39,782,721	
Services, Other Operating Expenses (5000-5999)	\$54,579,541	\$53,871,139	\$54,627,748	
Capital Outlay (6000-6999)	\$8,785,505	\$1,776,698	\$1,776,698	
Other Outgo (7100-7299) (7400-7499)	\$4,009,319	\$4,027,429	\$4,027,429	
Direct Support/Indirect Cost (7300-7399)	-\$1,827,465	-\$808,038	-\$808,038	
Other Adjustments	\$0	\$9,849,298	\$2,470,728	
TOTAL EXPENDITURES	\$700,131,974	\$704,684,519	\$714,957,700	
OPERATING SURPLUS (DEFICIT)	-\$12,282,996	\$19,982,095	\$7,582,432	
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	
TRANSFERS OUT & OTHER USES (7610-7699)	-\$794,086	-\$194,086	-\$194,086	
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$13,077,082	\$19,788,009	\$7,388,346	
BEGINNING BALANCE	\$113,839,048	\$100,761,966	\$120,549,975	
CURRENT-YEAR ENDING BALANCE	\$100,761,966	\$120,549,975	\$127,938,321	
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$19,575,426	\$23,218,015	\$26,818,669	
Reserved for Economic Uncertainties - Unrestricted (9789)	\$14,100,000	\$14,100,000	\$14,400,000	
Reserved for Economic Uncertainties - Restricted (9770)				
Board Designated Amounts (9780)	\$67,086,540	\$83,231,960	\$86,719,652	
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0	
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0	

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2017-18	2018-19	2019-20
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$700,926,060	\$704,878,605	\$715,151,786
b.	State Standard Minimum Reserve Percentage for this District <u>2%</u> enter percentage:	2%	2%	2%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, OR \$50,000	\$14,018,521	\$14,097,572	\$14,303,036

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$14,100,000	\$14,100,000	\$14,400,000
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$0	\$0	\$0
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9780)	\$0	\$0	\$0
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9780)	\$0	\$0	\$0
g.	Total Available Reserves	\$14,100,000	\$14,100,000	\$14,400,000
h.	Reserve for Economic Uncertainties Percentage	2.0%	2.0%	2.0%

3. Do unrestricted reserves meet the state minimum reserve amount?

2017-18	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2018-19	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2019-20	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

N/A

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (I.e., increase was partially budgeted), explain the variance below:

6. Please include any additional comments and explanation of Page 4 if necessary: N/A

K. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICTS ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Financial Officer of Elk Grove Unified School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Psychologists' and Social Workers' Association (PSWA), during the term of the agreement from July 1, 2017 to June 30, 2019.

The budget revisions necessary to meet the costs of the agreement are as follows:

Budget Adjustment Categories:

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance Increase (Decrease)

**Budget Adjustment
Increase (Decrease)**

0

267,893

(267,893)

____ (No budget revisions necessary)



District Superintendent (Signature)
Christopher R. Hoffman



Date



Chief Financial Officer (Signature)
Shannon Hayes



Date

M. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent (Signature)
Christopher R. Hoffman

Date

Shannon Hayes, Chief Financial Officer
Contact Person

(916) 686-7744
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 26, 2018, took action to approve the proposed Agreement with the Psychologists' and Social Workers' Association (PSWA).

President (or Clerk), Governing Board
(Signature)

Date

Tentative Agreement
Between
Elk Grove Unified School District
And
Psychologists' and Social Workers' Association
May 21, 2018

Elk Grove Unified School District (District) and the Psychologists' and Social Workers' Association (PSWA), collectively referred to as "the parties," have considered their mutual interests and have agreed to enter into this Tentative Agreement (Agreement) to resolve negotiations for the 2017-2018 and 2018-2019 school years with no reopeners. All of the terms included in this Agreement are contingent upon approval by the Sacramento County Office of Education and ratification by both parties.

1. 2017-2018 School Year-3.75% (Ongoing)

Effective retroactive to July 1, 2017, an amount equivalent to three and seventy five hundredths percent (3.75%) shall be added to PSWA 2017-2018 salary schedules, #12 and #13, and shall be applied consistent with the attached 2017-2018 and 2018-2019 PSWA salary schedules, #12 and #13. This 2017-2018 increase includes the comparability study increase.

2. 2018-2019-1.32% (One-Time)

Effective July 1, 2018 for the 2018-2019 school year, each 1.0 full time equivalent (FTE) PSWA unit member shall receive one and thirty two hundredths percent (1.32%) of 2018-2019 year base salary as a one-time, off-schedule payment that will be issued by the District to each bargaining unit member consistent with the following criteria. This one-time, off schedule compensation allocation will be prorated for part-time, part-year status bargaining unit members. To be eligible for this one-time, off schedule salary compensation allocation, the unit member must be in paid status with the District at the time that the one-time, off-schedule payment is paid and must be in paid status between August 1, 2018 and September 30, 2018.

3. Arbinger Training –New Section:

PSWA and EGUSD are committed to Arbinger in Education training for all unit members. It is understood that all unit members are expected to participate in this training, and the training shall not exceed eight (8) hours. For such training provided outside of work hours and/or work days, unit members will have the option of receiving

either pay at the current hourly rate based on past practice per diem hourly rate, or salary schedule credit equivalent, once all eight (8) hours of training are completed. Hourly pay and salary schedule credit for this training shall not exceed eight (8) hours. The eight (8) hours of Arbinger in Education training shall be scheduled at various times over a period of three school years (2018-2019, 2019-2020 and 2020-2021).

4. 2018-2019 School Year Contingency Compensation Provisions

a. Ongoing Contingency Compensation for 2018-2019

If the District receives ongoing new LCFF revenue for the 2018-2019 school year that exceeds \$28,200,969 up to an additional \$4,691,407 million dollars, then the value that exceeds \$28,200,969 up to \$4,691,407 million dollars shall be allocated by the Board consistent with its interests related to Level 1 Board priorities.

If the ongoing new LCFF revenue for the 2018-2019 school year exceeds \$32,892,376, then the value of the ongoing new LCFF revenue for the 2018-2019 school year that exceeds the \$32,892,376 shall be converted into a percentage based upon PSWA's fair share.

The PSWA fair share value of the amount over \$32,892,376 shall be added to the PSWA salary schedule as an ongoing percentage increase. This fair share value shall be prorated if the amount equals less than one percent, based upon the bargaining unit's fair share calculation for a less than one percent increase. This fair share value shall not exceed one percent added to PSWA salary schedule #12 and #13.

If through 2018-2019 State legislation, the target amounts change for supplemental and concentration requiring the district to increase its allocation for supplemental and concentration programs, then the parties agree to meet and negotiate adjustments if needed.

b. One time Contingency Compensation for 2018-2019

If the District receives one time, unrestricted, discretionary funding, included in the final State approved budget, for the 2018-2019 school year that exceeds \$17,685,103, then the dollar value that exceeds \$17,685,103 shall be converted into a percentage based upon PSWA's fair share. The dollar value that exceeds \$17,685,103 shall be paid on a one time, off of the schedule basis to unit members based upon PSWA's fair share value for all bargaining units not to exceed one percent. This contingent one-time, off schedule compensation allocation will be prorated for part-time, part-year status bargaining unit members. To be eligible for this contingent one-time, off schedule salary compensation allocation, a unit member must be in paid status between August 1, 2018 and September 30, 2018.

5. Mental Health

The parties agree that access to mental health and behavioral services for our students is a concern. The frequency and intensity of student need is growing. During the 2018-

2019 school year, the parties agree to participate in the development of short term and long term planning to address the mental health and behavioral needs of students.

6. Involuntary Transfer

The parties agree to delete reference in 8.3.1 to “(See Policy)”

7. Bereavement Leave, Article 13, Section 13.7

The parties agree to the following revision of 13.7:

17.25 All bargaining unit members shall be granted three (3) paid leave of absence days within the State of California or five (5) paid leave of absence days if out of state, for death of any member of his/her immediate family. If the loss is of a spouse or a child, unit members shall be granted ten (10) days of bereavement leave. Prior approval is not required.

8. Sick Leave/Bereavement Language, Article 13, New Section 13.1.5

Effective July 1, 2018, the parties agree to the following new Section 13.1.5:

13.1.5 The definition of immediate family for purposes of sick leave, personal necessity, and bereavement leave only shall include a non-registered domestic partner designated by the unit member. Non-registered domestic partner status does not qualify for eligibility for health and welfare benefits.

In general, a non-registered domestic partnership has the following criteria:

1. The partners have a committed relationship which has existed for at least one year; and
2. The partners both reside at the same address; and
3. The unit member certifies to the District that this information is true and correct at the time that the unit member requests the sick leave or bereavement leave.

9. Catastrophic Leave, Section 13.17.4

The parties agree to revise the catastrophic leave provisions included in the collective bargaining agreement to include language that there is a 30 day catastrophic leave limit for unit members to care for an immediate family member other than for themselves, their spouse, or their child. A unit member may apply for an additional 30 days of catastrophic leave in extenuating circumstances.

10. Contract Clean Up and Incorporation of Side Letters and MOUs

The parties agree to incorporate the following agreements into the parties' collective bargaining agreement during contract clean up meetings:

1. EGBERT
2. Wellness/Health and Welfare

3. JHCC

11. Purpose of the Agreement, Article 21

The parties agree to revise Article 21 as follows:

The collective bargaining agreement between the parties shall be effective from July 1, 2017 to June 30, 2020. Except as provided in this Tentative Agreement, all other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect. For the 2019-2020 school year, the parties agree to reopen negotiations on salary, benefits and an additional two articles identified by each party.

For PSWA

Catrina Mint

For EGUSD

NT

[Signature]

Karen M. Rezende

Dated: 5/28/18

Dated: 5/29/18

**ELK GROVE UNIFIED SCHOOL DISTRICT
PSYCHOLOGISTS AND SOCIAL WORKERS SALARY SCHEDULES
2017/18**

PSYCHOLOGISTS SCHEDULE #12			SOCIAL WORKERS SCHEDULE #13		
STEP	INITIAL SALARY	INITIAL SALARY +15 UNITS	STEP	INITIAL SALARY	INITIAL SALARY +15 UNITS
1	\$66,000		1	\$62,027	
2	70,148		2	63,372	
3	75,123		3	64,737	
4	80,590		4	66,195	
5	85,839		5	68,475	
6	91,107		6	70,772	
7	97,359		7	73,139	
8		\$102,775	8	75,926	
9		103,975	9	78,916	
10		105,175	10	81,964	
11		106,375	11	85,019	
12		107,575	12	88,131	
13		108,775	13	91,343	
14		109,975	14		\$96,760
15		111,175	15		97,960
16		112,375	16		99,160
17		113,575	17		100,360
18		114,775	18		101,560
19		117,215	19		104,007

PSYCHOLOGISTS WORK YEAR: 185 DAYS
SOCIAL WORKERS WORK YEAR: 192 DAYS

New Psychologists and Social Workers Hired After July 1, 2016:

1. New employees with no prior school psychology or social worker experience shall be assigned to Step 1.
2. Only new employees hired after July 1, 2016 shall receive one year of salary schedule credit for each full year of experience working as a Pupil Personnel Services (PPS) credentialed School Psychologist or Social Worker up to a maximum of fifteen (15) years of prior School Psychologist or Social Worker experience credit for a maximum salary schedule entry level of Step 16.

"Full year" is defined as working as a PPS Credential Psychologist or Social Worker at least 75% of a school year. Fractional parts of one (1) school year may not be combined to meet the 75% of a school year requirement. Prior experience must have occurred within 15 years immediately preceding hire date with the District.

3. Only new employees hired after July 1, 2016 who worked for the Elk Grove Unified School District or another public school district as a paid Psychologist Intern for 75% of the school year or more shall receive one year of salary schedule credit, if they are employed by the District as a Psychologist.

4. Only new employees hired after July 1, 2015 shall receive salary schedule credit for the following:

a. College semester units achieved after receiving their Pupil Personnel Services credential and prior to working for Elk Grove Unified School District. Quarter Units equal 2/3 of a Semester Unit.

b. Credit shall be given for those units that are consistent with the criteria established by the Board of Behavioral Sciences and the Commission on Teacher Credentialing (Continuing Education Units).

Psychologists and Social Workers Hired Prior To July 1, 2015:

Items 1 through and including 4 above regarding employees hired after July 1, 2015 shall not apply to Psychologists and Social Workers hired prior to July 1, 2015.

Psychologists:

A Doctoral bonus will be paid to Psychologists each year in an amount equal to 8.25% of Step 1. Licenses in Marriage & Family Therapy (MFT), Licensed Educational Psychologist (LEP), and Nationally Certified School Psychologist (NCSP) will qualify for a bonus to be paid each year in an amount equal to 8.05% of Step 1.

Social Workers:

A Doctoral bonus will be paid each year to Social Workers in an amount equal to 8.25% of Step 1. Licensed Clinical Social Worker (LCSW) licenses will qualify for a bonus to be paid each year in an amount equal to 8.05% of Step 1.

SUBSTITUTE EMPLOYEES - The pay period is from the 16th of the month to the 15th of the following month. Payroll will mail your check to your mailing address on or before the 10th or 17th of the following month.

Effective 7/1/17: no changes to the 2016/2017 salary schedule.

Revised 06/28/17: changed fiscal year dates.

Board Approved: 8/13/17

Effective 6/12/18 the equivalent of 3.75% was applied across the 2017-18 salary schedule.

g:/hr/class/ed/join desks/salary schedules/2017-2018/PSWA #12 and #13

**ELK GROVE UNIFIED SCHOOL DISTRICT
PSYCHOLOGISTS AND SOCIAL WORKERS SALARY SCHEDULES
2018/19**

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